

Appendix A. Training Committee Members

NAME	TITLE	COMMITTEE ROLE	CONTACT INFORMATION
Mark Zinan	Training Officer	Committee Chair	451 West St. Amherst, MA 01002 413 253 4564 (ph) 413 253 4375 (fx)
Curtis Elke	Assistant State Conservationist	Permanent Member	451 West St. Amherst, MA 01002 413 253 4356 (ph) 413 253 4375 (fx)
Larry Boutiette	Civil Engineer	Member	Medical Arts Center Bldg. 52 Boyden Rd., Suite 100 Holden, MA 01520 508 829 4477 x 116 (ph) 508 829 9508 (fx)
Rita Thibodeau	District Conservationist	Member	55 Federal St. Hayburne Bldg., Suite 290 Greenfield, MA 01301 413 772 0384 x 101 (ph) 413 774 4949 (fx)
Vince Snyder	Natural Resource Specialist	Member	195 Russell St. Suite B6 Hadley, MA 01035 413 585 1000 x 133 (ph) 413 586 8648 (fx)
Deb Johnson-Hawks	Asst. State Resource Conservationist	Member	451 West St. Amherst, MA 01002 413 253 4368 (ph) 413 253 4375 (fx)
Bill Taylor	Asst. State Soil Scientist	Member	Medical Arts Center Bldg. 52 Boyden Rd., Suite 100 Holden, MA 01520 508 829 4477 x 111 (ph) 508 829 9508 (fx)
Theresa Colby	Human Resources Assistant	Permanent Member	451 West St. Amherst, MA 01002 413 253 4388 (ph) 413 253 4375 (fx)

Training Committee:

The committee will include a diversity of employees representing a cross-section of disciplines, grade levels, geographic locations, and include at a minimum a District Conservationist, RC&D Coordinator, Engineer, Soil Scientist, Soil Conservationist or Natural Resource Specialist, women and minorities.

Members represent the needs of their discipline and employees in their geographic region.

The committee:

- Serves at the behest of the State Conservationist.
- Provides leadership in the development of a proposed State Training Plan and budget and the implementation of the State Training Plan upon approval by the State Conservationist.
- Conducts the annual training needs assessment process.
- Provides guidance and assistance to supervisors and employees during the annual needs assessment process and at other times as requested.
- Develops a catalog of training courses to be provided in-state at low cost.
- Meets twice per year, at a minimum. One meeting to assess training needs and develop State Training Plan and the second meeting is to evaluate the effectiveness of the training process and the implementation of the State Training Plan.